

# 2010 Military Health System Conference

## Human Capital: Key to Achieving Greatness in a Mission-Focused Organization

Sharing Knowledge: Achieving Breakthrough Performance

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25 January 2010



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# THE ROLE OF THE CHIEF HUMAN CAPITAL OFFICER FOR THE MHS



- Established in summer of 2008
  - Reflects the growing importance of MHS Human Capital issues
  - My role: help you manage your most valuable asset – people
- Serves as your Functional Community Manager (FCM) representative for all medical Human Capital
- Principal HC advisor to the ASD for Health Affairs

# HUMAN CAPITAL CHALLENGES WE FACE



- Caring for Wounded Ill and Injured
- Staffing and compensation for medical practitioners
- Growth of Mental Health provider demand
- Impact of BRAC
- Impact of JTF-CapMed and related Joint initiatives
- Insourcing

# STRATEGIC HELP WE NEED



- Assessment of new mission demands
- Workforce planning
- Current initiatives:
  - “Growing Our Own”
  - Legislative help
  - Refresh of the Human Capital Strategic Plan
- Focus on Mental Health provider recruiting
- Partnering: Services, PHS, VA, OPM
- NSPS repeal impact solutions

# HR TOOLS WE HAVE



- Appointing Authorities
  - Direct Hire Authority
  - Expedited Hiring Authority
  - Re-Employing Annuitants
  - Special Appointing Authorities (Sched A &B)
  - Military Spouse Authorities

# HR TOOLS WE HAVE



- Appointing Authorities – Con't
  - VRA and VEOA appointments
  - Student Educational Employment Programs (SEEP)
    - Student Temporary Employment Prog (STEP)
    - Student Career Experience Prog (SCEP)
  - Federal Career Intern Program
  - Presidential Management Intern Program
  - Highly Qualified Experts (HQE)
  - Intergovernmental Personnel Act (IPA's)

# HR TOOLS WE HAVE



- Recruitment Flexibilities
  - Superior Qualification Appointment
  - Special Salary Rates
  - Recruitment Incentives
  - Relocation Incentives
  - Retention Incentives
  - Student Loan Repayment
  - Physicians Comparability Allowance
  - Referral Bonuses

# HR TOOLS WE HAVE



- Recruitment Incentive Flexibilities - Cont.
  - First Duty Station Travel
  - Travel Expenses for Interviews
  - Expanded Leave Accrual Rates
  - Highest Previous Rate Rule (HPR)
  - Advanced In Hire Rates (AIH)
- Dedicated CHCO website/link to the National Resource Directory website
- Nationwide Recruiting Support
  - Visit our CHCO booth #839



# HR TOOLS WE NEED



- Title 38 Appointing and Pay flexibilities for health care employees
- Direct and Expedited Hire Authority (permanent)
- Expanded partnerships with colleges and universities
- Marketing initiatives

# HR TOOLS WE NEED



- Hiring process reforms
  - User-Friendly Vacancy Announcements
- Paid advertising in professional journals
- OPM help: updating medical classification standards; approving Alternate Work Schedules; expanding title 38 delegated authorities; etc.

# SUPPORT TO WOUNDED ILL AND INJURED



- Military spouse hiring authorities
- Unique personnel authorities
- Increased emphasis on veterans employment
- Marketing strategies
  - Hiring Heroes Job Fairs
  - Real Life Lines
  - America's Home
  - Disability Career Fairs

# TAKEAWAYS



- CHCO primary emphasis is to help you “make mission”
- Human Capital Steering Committee is great forum for your ideas, initiatives, and programs
- Success is: emphasizing strong Human Capital programs at all MHS leadership levels
- Have a great idea for the MHS? Send that idea to [HumanCapitalOffice@tma.osd.mil](mailto:HumanCapitalOffice@tma.osd.mil)